

# Hours Not Worked Public Works & Assets Engineering

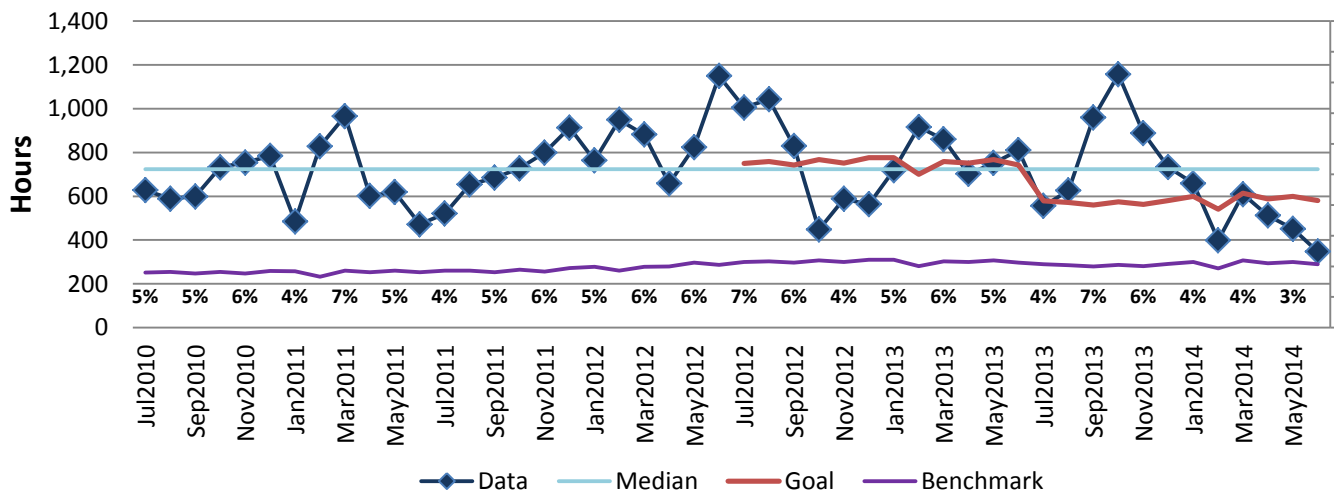
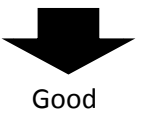


KPI Owner: Dan O'Dea

Process: Time & Attendance

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary		
Baseline: 9% FY12 monthly average rate Goal: Reduce the number of Non-Worked hours compared to the standard number of hours from 9% in FY12 to 5% by the end of FY13 and 4% by the end of FY15 Benchmark: Local Government rate of 2%		Data Source: Payable Time PeopleSoft  Goal Source: Dept Leadership Team  Benchmark Source: Bureau Labor Statistics	Plan-Do-Check-Act Step 3: Determine and quantify root causes  Measurement Method: Total # of hrs per month employees were not at work performing normal job functions (excludes vacation & holidays)  Why Measure: Better understand culture impact on employee attendance  Next Improvement Step: Meet with pilot Pareto data collection participants to determine method for Pareto data collection for all of PWA		
How Are We Doing?					
Jul2013-Jun2014 12 Month Goal	Jul2013-Jun2014 12 Month Actual		Jun2014 Goal	Jun2014 Actual	
6,949	7,898		580	347	
Hours	Hours		Hours	Hours	

## Hours Not Worked



## Jul2013-Jun2014 Pareto Analysis

